

1 **ABSTRACT**

2 The present invention provides a compensation system for
3 designing and managing the compensation structure and human
4 resources transactions of multi-location companies according to a
5 company's particular business practices. Specifically, the
6 compensation plan for each employee is designed based on each
7 individual employee's status. For example, a store associate's
8 hours are entered on a weekly basis in a store's Point of Sale
9 (POS) System. The associate's sales are reported daily, along
10 with a daily recording of any human resources transactions. This
11 data is polled and uploaded to a central database, and the system
12 then calculates the compensation due an employee. The
13 compensation calculation includes base salary, commissions,
14 overtime, premiums, bonuses and pay for time not worked. The
15 system further provides for a bi-weekly recalculation process,
16 whereby an employee's pay for a given period is recalculated and
17 compared to historical pay sheets in order to determine if the
18 compensation is consistent. The system also allows for any
19 adjustments to be made that the recalculation process deems
20 necessary.

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